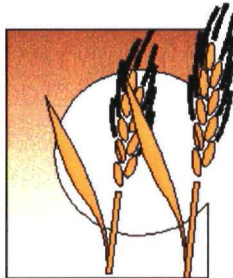


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**WHITESIDE &  
ASSOCIATES**

Transportation and  
Marketing Consultants



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Chairman Dan Elliott III,

The bearer of this letter, Evan Hayes, has one trait, which I have observed that surrounds his work ethic.

He is one of the very best transportation professionals I have ever observed or had the privilege of working with in my career.

Having worked in industry over the past twenty-five years, including assignments with three Fortune 500 companies, and having observed hundreds of individuals, Evan has distinguished himself as one of the premier transportation professionals that I have encountered anywhere. Whether it is rail, truck, site location, logistic planning, water or intermodal – Evan has background and knowledge. Before I first met Evan, he was described as Mr. Transportation by many folks in Idaho. After I met and worked with him, I understood they were right.

Evan has the qualities anyone is looking for in a true professional. He is intelligent, has great work habits, is honest, is charming and above all, has that innate ability to bring common sense solutions to the discussion allowing him to become a great asset to the organization and the people he is working with. He served on the Executive Committee with me at the Alliance for Rail Competition.

We, at Whiteside & Associates, have relied on his extraordinary ability to see through problems and develop solutions worthy of consideration. Whiteside & Associates is one of the major transportation and marketing-consulting firms in the West representing major Fortune 500 companies in transportation work.

I welcome the opportunity to speak further with you about Evan's qualifications and skills.

Sincerely,

Terry Whiteside

Principal